

VOLVO

VOLVO EMPLOYEE BENEFITS

Volvo Group UK & Ireland



CONTENTS

01

Pension and
Life Assurance*

02

Maternity, Adoption
and Paternity

03

Medical
Insurance*

04

Health
Cash Plan*

05

Dental
Insurance

06

Ignition-Electric Car
Salary Sacrifice Scheme

07

Cycle2Work
Scheme

08

Eyecare
Vouchers

09

MyGymDiscounts and
MyActiveDiscounts

10

Perks
at Work

11

Employee Assistance
Programme

12

Other
Benefits

13

Apprenticeships and
Development

14

Our
Values

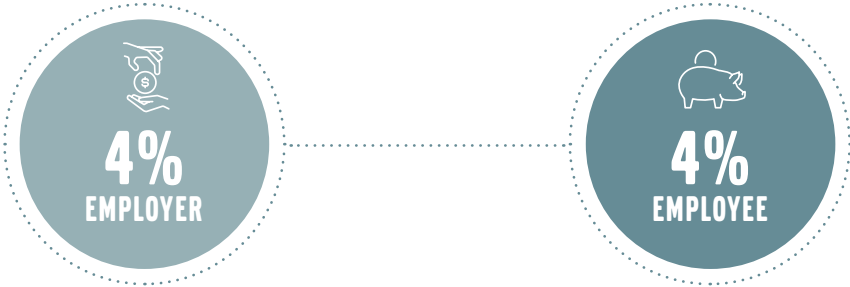


01 PENSION AND LIFE ASSURANCE

HOME

Employees are auto-enrolled into our Scottish Widows Master Trust **pension scheme** the month after their very first full calendar month of employment, if they meet age and earnings criteria (*employees can opt in if they don't*)

Minimum contribution is:



Applies to UK Volvo Group Scottish Widows Master Trust members:

- Matching employer contributions dependent on role. Contributions up to 5%, 7% or 10%, plus an additional 1% after 5 years, increasing to 2% after 10 years (*full breakdown in the table below*)
- Contributions via salary-sacrifice - tax efficient plus employee and employer make National Insurance savings
- Most earnings pensionable, including bonus (*except car allowance, and some other allowances*)

UK Volvo Group Scottish Widows Master Trust Contribution Structure

Employee category	Contribution Level
Blue Collar/White Collar Pay Bands 1-4	Max 5% matching plus service-related increment employer contribution of 1% after 5 years and + 1% after 10years
White Collar Pay Bands 5-8	Max 7% matching plus service-related increments after 5 and 10 years
White Collar Pay Bands 9-10	Max 10% matching plus service-related increments after 5 and 10 years

Company-Paid **Life Assurance** (*death in service benefit*) for all pension members:



02 MATERNITY, ADOPTION AND PATERNITY

Maternity and Adoption leave is 6 months full pay and 6 months half pay

Paternity leave is 2 weeks leave full pay following the birth or placement of a child, with a further 3 week entitlement in the following 3 years

[HOME](#)

6 MONTHS FULL
& 6 MONTHS HALF
PAY FOR MATERNITY
& ADOPTION



03 MEDICAL INSURANCE

[HOME](#)

Company-paid medical insurance is available for all our roles based in Warwick and Rugby, plus management roles in our Volvo Truck & Bus Centres

Insurance includes:

Direct access for cancer; muscles, bones & joints; mental health

Babylon digital GP - 24/7 unlimited virtual GP calls

Anytime Health Line

Family Mental Health Line

Manage policy on-line with Bupa Touch plus access Silver Cloud wellbeing support

PROVIDED
BY BUPA

04 HEALTH CASH PLAN

How it works:



Volvo Truck & Bus Centres and Renault Trucks Commercials only

Employee can claim back costs for health-related costs, such as dental, optical, physio etc

Can also include other benefits, such as virtual GP, health assessments and retail discounts

Employee can also opt to increase cover at their own cost

05 DENTAL INSURANCE

How it works:



Employees can join the scheme up to 30 days after their start date or at annual renewal

Voluntary benefit - paid for by employee directly

[HOME](#)

PAID FOR
BY COMPANY

PAID FOR
BY EMPLOYEE

EMPLOYEE CAN
CHOOSE LEVEL

06 IGNITION-ELECTRIC CAR SALARY SACRIFICE SCHEME

[HOME](#)

NEW ELECTRIC CAR

New Electric Car Salary Sacrifice scheme from Arval



TAX-EFFICIENT

Ignition is an easy and tax-efficient way to drive a brand-new electric car



EASY PAYMENT

The payment is taken from gross salary, benefiting from Income Tax and National Insurance Savings

Tax savings will depend on your tax rate, and gross salary cannot be reduced below National Minimum Wage levels after any salary sacrifice deductions

Includes Arval Total Care, a taxed, maintained and insured vehicle (*with servicing tyres and glass replacement covered*), giving you total peace of mind for one fixed monthly cost

07 CYCLE2WORK SCHEME

[HOME](#)

HUGE SAVINGS

Save up to 42% on the cost of a brand-new bike and accessories



SIMPLY APPLY

Apply for a "Letter of Collection"



HUGE RANGE

Choose from hundreds of brands in-store or on-line



HR ASSISTANCE

HR will check eligibility
(only one Cycle2Work deduction at a time)

Applicants also get:

Unlimited lifetime safety checks

10% off cycling essentials at Halfords

Plus 14 days free insurance

08 EYECARE VOUCHERS

[HOME](#)

If glasses are required for VDU work then vouchers include:



Pair of single vision glasses from £49* range, or; £49* contribution to upgrade to other ranges

Scheme also available for safety glasses

Complete pair of Specsavers safety glasses, standard single-vision lenses and scratch-resistant treatment

Free Eye Test



Get a voucher for a free eye test and a contribution toward glasses

Voucher is for a full eye examination at any SpecSavers store

Anyone can use the voucher to get £20* contribution toward glasses from £99* range or above

SAVE UP TO
£49* ON NEW
GLASSES

**Correct as of May 2023. Contribution amounts may change*

09 MYGYMDISCOUNTS AND MYACTIVEDISCOUNTS

[HOME](#)

Discounts of up to 25% at the big gym chains like:

David Lloyd

Nuffield Health

Virgin Active

Discounts for on-line fitness subscriptions like:

Les Mills

BlokTV

FIIT

LRG On Demand

Discounts at the lower-cost operators like:

PureGym

The Gym Group

Local Leisure Centres

Plus save on fitness equipment such as:

FitBit

Garmin

Access to MyActiveDiscounts for savings on nutrition, sports clothing and footwear, adventure days, spa breaks and travel

▶ www.myactivediscounts.co.uk

10 PERKS AT WORK

Volvo employees get access to **Perks at Work** through Workplace Options

[HOME](#)

Savings and Discounts:



CINEMA
TICKETS



ELECTRONIC
EQUIPMENT



FLOWERS
& GIFTS



EXPERIENCE
DAYS



SHOPPING VOUCHERS
AT A REDUCED PRICE!



TICKETS FOR
WEST END SHOWS
AT UP TO 65% OFF!



EXCLUSIVE OFFERS &
DISCOUNTS ON HOLIDAY
& TRAVEL!



www.perksatwork.com/login

11 EMPLOYEE ASSISTANCE PROGRAMME

[HOME](#)

Workplace options:



**MINDFULNESS
PROGRAMME**



**WELLNESS
COACHING**



**LIFE
COACHING**



COUNSELLING



**MANAGER
ASSISTANCE**



**VIRTUAL
SEMINARS**








**ELDER CARE
REFERRALS &
SUPPORT**



**CHILDCARE
REFERRALS &
SUPPORT**

12 OTHER BENEFITS

Additional savings for Volvo employees

	Dell Advantage for Employees	up to 25% discount across systems and electronics for personal use, plus regular offers
	Microsoft Home use Programme	up to 30% off Microsoft 365 subscriptions - up to 10% off surface devices
	O2 Open	up to 25% off Airtime Plan with a new phone or tablet on O2 Refresh
	Marriott Rest & Relaxation Corporate Discount	up to 25% off weekend stays - 25% off Park & Fly - 15% off Fitness Memberships
	Maverick & Wolf designer eyewear	25% off

**Information correct as of September 2023*



13 APPRENTICESHIPS AND DEVELOPMENT

Whether you are starting your career journey, returning from a career break, or just simply wanting to try something new, we have a diverse range of apprenticeships within the Volvo Group including Technical, Financial, Customer Service and Business Administration

At Volvo, we have built a culture based on quality, safety, care for the environment and total respect for the individual. If you want to progress, then we'll do everything we can to help you achieve your goals

HOME

DEVELOPMENT
OPPORTUNITIES AT
VOLVO GROUP



14 OUR VALUES

HOME



- We truly understand our customers' business
- We listen to and talk with our customers about their needs, desires and challenges
- We focus on transport solutions that make customers successful and create value for society
- We deliver on our promises



- We are transparent and have respect for the individual
- We trust other teams to do their best and we respect the decisions made
- We collaborate easily and create excellent results through teamwork and open dialogue
- We are empowered and have the courage to act



- We are proud of the work and business we do
- We are engaged and committed to meet our goals.
- We see how diversity strengthens us and try to bring out the best in everyone
- We admit mistakes, fix them and learn from them
- We are proud of our achievements, have fun and celebrate our successes



- We are curious about the world around us
- We are innovative and find smart ways to create new solutions and business
- We see change and transformation as a source of inspiration and energy
- We are open-minded and share our knowledge



- We have a strong business instinct
- We have the skills, knowledge and intuition to do the right thing according to Volvo values
- We expect a lot from ourselves and others, and walk the extra mile to do a great job
- We see the big picture and know when to let go of an idea, a project or a plan

Learn more about working at Volvo Group:

▶ www.volvogroup.com/en/careers/working-at-volvo-group.html

VOLVO

VOLVO EMPLOYEE BENEFITS

Volvo Group UK & Ireland